

Message Text

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ORIGIN EUR-12

INFO OCT-01 ISO-00 IO-13 SSO-00 NSCE-00 USIE-00 INRE-00
CIAE-00 PM-04 INR-07 L-03 ACDA-07 NSAE-00 PA-01 SS-15
PRS-01 SP-02 TRSE-00 SAJ-01 DODE-00 AID-05 CEA-01
COME-00 EB-07 EA-07 FRB-03 NEA-10 OPIC-03 CIEP-01
LAB-04 SIL-01 AGRE-00 OMB-01 ABF-01 NSC-05 /116 R

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APPROVED BY EUR/RPE:ACALBRECHT

EUR/RPE - DLAMB

EUR/RPM - PCOLLINS

IO/IBC/BA - FMCCORMICK

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O R 092231Z DEC 76

FM SECSTATE WASHDC

TO USMISSION OECD PARIS IMMEDIATE

INFO USMISSION NATO

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E.O. 11652: N/A

TAGS: AORG, OECD, NATO

SUBJECT: COORDINATED ORGANIZATIONS (CO) SALARY ADJUSTMENT

REF: (A) USOECD 36376; (B) STATE 296621

1. DEPARTMENT APPRECIATES MISSION'S COMPREHENSIVE REPORT
AND COMMENTS ON DECEMBER 7 HEADS OF DELEGATION DISCUSSION
OF CO SALARY ADJUSTMENT PROCEDURES.

2. HAVING WORKED SO HARD (AND SUCCESSFULLY) FOR THEIR IN-
CORPORATION IN THE CO SALARY ADJUSTMENT PROCEDURES, WE ARE
NOT RPT NOT PREPARED TO ABANDON THE KEY CONCEPTS OF ARTICLE
6, I.E., THAT: (1) THE MOST APPROPRIATE GUIDELINE FOR CO
SALARIES IS NATIONAL CIVIL SERVICE SALARIES; AND (2) CO
SALARIES SHOULD NOT INCREASE FASTER THAN THOSE OF NATIONAL
CIVIL SERVICES. HOWEVER, EXTRAORDINARY

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CIRCUMSTANCES, SUCH AS SUBSTANTIAL ONE-TIME INCREASES IN

ONE OR MORE MEMBERS' NATIONAL CIVIL SERVICE SALARIES OR A SITUATION WHERE THE CO IS UNABLE TO RECRUIT QUALIFIED PERSONNEL DUE TO UNCOMPETITIVE SALARY LEVELS, MIGHT WARRANT A CONSCIOUS COUNCIL DECISION TO OVERRIDE THE ARTICLE 6 GUIDELINES. ANY SUCH ACTION, HOWEVER SHOULD BE ON AN AD HOC BASIS AND DOES NOT, IN OUR JUDGEMENT, REQUIRE FORMAL AMENDMENT OF ARTICLE 6 SUCH AS PROPOSED BY FRENCH REP. IF SUCH

AN EXTRAORDINARY CIRCUMSTANCE WERE TO ARISE, THE COUNCIL DECISION COULD NOTE THOSE FACTORS WHICH JUSTIFIED SUCH ACTION. WE COULD RELUCTANTLY AGREE TO A REFERENCE ALONG THE ABOVE LINES IN THE COUNCIL ACTION ADOPTING THE DRAFT PROCEDURES FOR SALARY ADJUSTMENT.

3. WE AGREE THAT THERE IS NO NEED FOR EXCLUSION UNDER ARTICLE 7 FROM REFERENCE COUNTRIES OF THOSE IN WHICH CIVIL SERVICE SALARIES ARE BEING SUBJECTED TO PARTICULARLY SHARP RESTRAINT.

4. US REP MAY WISH TO REMIND MEMBERS, SECRETARY GENERAL AND STAFF ASSOCIATION THAT IMMEDIATE INTERIM SALARY ADJUSTMENT WOULD ONLY BE POSSIBLE ONCE MARSBERG REPORT DRAFT PROCEDURES ARE ADOPTED. ROBINSON

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 09 DEC 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: coburnhl
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976STATE299701
Document Source: CORE
Document Unique ID: 00
Drafter: PLLAASE
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760455-0768
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19761257/aaaabwxy.tel
Line Count: 84
Locator: TEXT ON-LINE, ON MICROFILM
Office: ORIGIN EUR
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 76 STATE 296621
Review Action: RELEASED, APPROVED
Review Authority: coburnhl
Review Comment: n/a
Review Content Flags:
Review Date: 23 APR 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <23 APR 2004 by BoyleJA>; APPROVED <16 AUG 2004 by coburnhl>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: COORDINATED ORGANIZATIONS (CO) SALARY ADJUSTMENT
TAGS: AORG, OECD, NATO
To: OECD PARIS
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006